

Competence Quality Improvement through Professional Training and Education

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ABSTRACT

Quality shows ability and reliability in carrying out tasks, especially in the security sector work unit. Quality indicators are a must, because in carrying out the task of maintaining security there is a risk of loss of life or the integrity of the country. This study aims to see the effect of professional training and education on improving the quality of competence of Indonesian soldiers. To show that there is influence, a quantitative research method is used on the basis of data disclosure. A total of 80 marines from the headquarters of the Indonesian National Armed Forces who became research correspondents. Data analysis using statistical regression test. Research data was collected through a purposive method by distributing questionnaires. The results of the study show that there is a strong allegation that the quality of competence increases significantly if soldiers receive professional and educational training programs. This means that the quality of soldier competence needs to be strengthened both in terms of technical ability and knowledge, so that soldiers have a comprehensive level of combat intelligence, encompassing technical intelligence, intellectual intelligence and mental maturity.

Keywords: Competency Quality, Professional Training, Education, Indonesian National Armed Forces, HR Management

INTRODUCTION

The Marine Corps has the position of Main Command for Operations of the Indonesian National Armed Forces and Main Command for Development at the Indonesian Navy Headquarters. Soldiers from the Marine Corps have proven their professionalism, namely by their success in various fields of assignment, both in the assignment of War Military Operations and Non-War Military Operations. This success is the dedication of Marine Corps soldiers in carrying out their service duties professionally and responsibly (Hamdi, et al., 2018). This cannot be separated from the role and function of the Marine Corps educational and training institutions in educating and shaping the character of Marine Corps soldiers to become professional soldiers and able to carry out their duties properly (Pujiyanto, et al., 2021).

Many factors influence soldier problems, both internal and external factors (Kasenda, et al., 2020). Internal factors, namely factors from within the individual soldiers including physical and psychological conditions. Includes, personality type, faith and piety, understanding of law, and morals. While external factors are environmental factors outside the individual soldiers. Includes, leadership roles, work environment and base situations, task loads, household issues to economic burdens (Savitri, 2019).

Based on the observations of researchers in the field while serving in the 1st Marine Infantry Brigade environment, there are still soldiers who are not ready to face world developments so that various cases arise that can harm a soldier's career and will have an impact on morale and morale and will weaken the fighting spirit and dedication of soldiers (Sujoko, et al., 2018). This indicates that the soldiers are very far from practicing as Saptamarga soldiers and will affect their mentality and morale in carrying out their duties (Dwiyanto, 2021).

Based on research data, information was obtained that there were still violations committed by Marine Corps soldiers. This is an indicator that the professionalism and competence of soldiers is not optimal. Cases that occurred within the Marine Corps such as desertion, persecution, fighting, gambling, immorality, extortion, drugs, theft, abuse, desertion, and other cases, indicated that the condition of soldiers was still far from being a Saptamarga soldier and would affect the mentality and morale in carrying out tasks (Ardhy, et al., 2021).

According Salsabil (2021), education is one part of the soldier's welfare. The ultimate goal of education is the happiness or welfare of the nation. For this reason, citizens are equipped with physical education, moral education, and intellectual education. In forming professional soldiers, increasing the competence of TNI soldiers now and in the future is a top priority that must be realized through educational development, so that every soldier has a good mental personality with high motivation and dedication in carrying out the duties of the national defense function. Intellectuality includes broad knowledge and reliable skills in accordance with the tasks and fields (Widyanata, et al., 2022). Good posture and physical ability in order to carry out the task.

With professionalism and education, the competence possessed by soldiers will be better (Latif & Taufiq, 2022). Education is closely related to coaching, shows progress, increased growth, evolution of various possibilities, developing or improving something

(Nabela & Heriyanto, 2022). There are two elements of the definition of coaching, namely, coaching in the form of actions, processes, or statements of purpose, and coaching that shows improvement over appropriate (Manurung, & Saputra, 2021).

With an increase in the number of law violations committed by soldiers, it will definitely result in a decrease in performance in carrying out their duties. Not only that, the decline in soldier's interest in carrying out education is one of the reasons for the lack of coaching. This greatly affects the self-confidence of soldiers in increasing their competence as soldiers.

THEORETICAL BASIS

Professionalism

Professionalism comes from the term professional which is based on the word profession. In English, lexically professionalism means professional nature. Professionalism is a behavior, a goal, or a set of competencies that characterizes or describes the style of a profession. Professional people have different characteristics from unprofessional people even though they are in the same job or say they are in the same workspace. Qualities, competencies, and actions that characterize a profession, a professional person, or a professional nature. Professionalism is related to the commitment of professionals (Hafid & Fajariani, 2019). Professionalism is a view of certain skills needed in certain jobs, where the expertise is only obtained through special education or special training. So professionalism leads to the commitment of members of a profession to improve their professional abilities and continuously develop the strategies they use in carrying out work that is in accordance with the profession they carry (Putra & Darmawan, 2022).

Education

Education is an effort to foster and develop the human personality both in the spiritual and physical aspects (Yunarti, 2017). Some experts interpret education as a process of changing the attitudes and behavior of a person or group of people in maturing through teaching and training. With individual education can be more mature because this education has a very positive impact on individuals, providing skills, mental abilities, and so forth (Alpine, et al., 2019). As stated in Law No. 20 of 2003 Education is a basic and planned effort to create a learning atmosphere and learning process so that students

actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and skills. , which is needed by himself, society, and the State.

According to H. Horne, education is a continuous (eternal) process of higher adjustment for human beings who have developed physically and mentally, who are free and aware of God, as manifested in the intellectual, emotional and human nature of humans (Puspita, 2018). Every developed country will never be separated from the world of education. The higher the quality of education in a country, the higher the quality of human resources that can advance and make the country proud.

Competence

Competence is defined as a characteristic that underlies a person and is related to the effectiveness of individual performance in his work (Vinas, 2021). Competence is a deep and inherent part of personality and behavior that can be predicted in various situations and job tasks. Competence is an ability to carry out or carry out a job or task that is based on skills and knowledge and is supported by the work attitude demanded by the job (Ratnawati & Atmaja, 2020). According to McClelland defines competence as a fundamental characteristic possessed by someone who has a direct influence on, or can describe, excellent performance (Sihite, 2018). In other words, competence is what outstanding performers do more often, in more situations, with better results, than what average performers do.

METHOD

The type of research used in this study was in a quantitative descriptive way, namely describing the object of research at the current state of affairs based on the facts as they were, then analyzed and interpreted, in the form of surveys and developmental studies. Quantitative method is research data in the form of numbers and analysis using statistics. In examining the relationship between variables, which is strictly carried out through statistical analysis, researchers carry out measurements or observations to test certain theories, objective data are generated from empirical observations and measurements, validity and reliability of research instrument scores guide the interpretation of research data.

The population in this study were non-commissioned officers in the 1st Marine

Brigade with a population of 627. After entering into the Slovin formula, the calculation results with a 10% confidence level were 80 people. In this study, to determine the sample, researchers used a probability sampling technique, namely simple random sampling (withdrawal of samples randomly / simple random). It is said to be simple (simple) because the sample members are taken randomly without regard to the existing strata in the population.

RESULT

Validity Test

Based on the results of the Pearson Correlation statistical test, it is known that all statements on the variables of professionalism, education and soldier competence are declared valid. Because the significance value is less than 0.05 and the Pearson correlation value is greater than the r table value of 0.50. It can be concluded as a whole that statements on the variables of professionalism, education and soldier competence are declared valid and can be used for further processing.

Reliability Test

Based on the Cronbach's Alpha statistical test with the SPSS 25.0 for windows program, the alpha (α) value of each of these variables is greater than 0.60 so it can be concluded that the statement items on the variables professionalism, education and soldier competence (trustworthy) and can be used in research.

Normality test

Test results Kolmogorov Smirnov significance value of $0.198 > 0.05$ is obtained, it means that it is normally distributed and the assumption of multiple linear regression is met. The research data has a good level of reasonableness, so that it is possible to provide linear estimation results.

Heteroscedasticity Test

Based on the Spearman's rho test results, it is known that the significance value of professionalism and education variables is greater than 0.05, namely 0.635 for professionalism and 0.721 for education. This shows that there is a relationship between the variable X and the residual value, so there is no heteroscedasticity problem in this study.

Multicollinearity Test

The results of the regression test show that the Professionalism and Education variables have a VIF value below 10, namely 1.353. So that it shows that there are no symptoms of multicollinearity between the independent variables, then the level of collinearity can still be tolerated, so that the assumptions of regression are fulfilled.

Autocorrelation Test

The results of the Durbin Watson test show that the calculated DW value is greater than the table DW, so it can be concluded that the research data does not show a relationship between the independent and dependent variables. In other words, the research data shows a good level of independence, making it possible to be analyzed using the regression method.

Partial Test

The results of the regression analysis show that:

1. The constant value of 2.360 is positive with a significance value of 0.002. This means that the quality of soldier competence in the scope of state security work is very important, because this type of work has a high level of risk, especially to life safety. So having good quality competence is a must, even if there is no support from other factors.
2. Professional training shows a good level of influence, with a significance value of 0.001 and an estimate of 0.452. This value shows that professional training for soldiers is very important and a necessity, because maintaining national security has a big stake on life safety and national security.
3. Education shows a positive and significant effect with an estimated value of 0.384. That is, the ability of the soldiers in securing the country will be better if there is educational support. The higher the education of the soldiers, the stronger their knowledge and logical thinking will be, which is very good at stimulating rational and measured behavior.

Simultaneous Test

Simultaneous test results show the calculated f value of 50,362 and a significance value of 0,000. This means that in order to encourage the improvement of the quality of soldier competence, management support is needed, including providing professional training and providing education. Professional training is intended to form reliable and

appropriate technical skills. While the education program is given as a form of strengthening the thinking of soldiers, so that in carrying out their duties they can act smartly and wisely (minimize risk).

Correlation and Determination Test

The results of the determinant test show a very high level of relationship, namely 74%. This relationship explains that improving the quality of soldiers is closely related to many factors, one of which is professional training and education. In addition, there is a contribution rate of 55% from these two factors, meaning that the level of real significance of training and education for improving the quality of competence is very high. So it is a concern for the ranks of the Indonesian military management, to be able to pay attention to and provide support for the factors that are the cause of increasing the quality of soldier competence.

Professional training can have a significant effect on improving the quality of one's competence. Professional training can help individuals to develop new skills and knowledge needed to perform their jobs more effectively and efficiently. In professional training, individuals can learn about new technologies, more efficient work methods and best practices in their industry. This training can also help individuals gain a better understanding of their duties and responsibilities, as well as strengthen their interpersonal skills.

By improving the quality of competence, individuals can become more productive and effective in their jobs, which can help them to achieve their career goals. Apart from that, professional training can also help individuals to increase their credibility in the workplace and increase their chances of promotion. Overall, professional training can have a significant impact on improving the quality of a person's competencies, which can help them to achieve success in their careers.

However, education also has an important role in improving the quality of one's competence. Formal education can help individuals to acquire the knowledge and skills needed to do their job well. In addition, education can also help individuals to develop the analytical, creative, and problem-solving skills needed to be successful in their careers.

Education can also help individuals to gain a broader understanding of the world and society around them. This can help them to understand different perspectives and

strengthen their interpersonal skills. In addition, education can also help individuals to develop the critical thinking skills and work ethics needed to be successful in their careers.

In today's digital era, education can also be carried out online through online courses and training programs. This can help individuals acquire new knowledge and skills without having to leave their job or spend time and money on formal education. Overall, education and professional training both have an important role in improving the quality of one's competence. The combination of the two can help individuals achieve success in their careers and improve their overall quality of life.

CONCLUSION

The results of the study illustrate that the competence of soldiers will be strengthened if professionalism is instilled in them, then supported by an intensive educational program. Thus, it can be understood that increasing the competence of a Marine Corps soldier in carrying out his duties depends on several aspects, one of which is professionalism. A professional attitude is related to the characteristics and self-commitment of soldiers, this is a natural trait that is inherent in every soldier, and will strengthen along with the intensive provision of education and training.

The results of this study provide suggestionsto the leadership of the Indonesian Navy, especially the Marine Corps Commander, to pay attention to and strive to increase professionalism and provide opportunities to carry out education for Marine Corps soldiers in order to strengthen the competence of Marine Corps soldiers in carrying out their duties as soldiers guarding the sovereignty of the nation and state. Then to the Head of the Work Unit, and the Battalion Commander and the commanders of the lower units (Company Commanders and Platoon Commanders) to increase the frequency of the commander's hours, provide direction and provide motivation to the soldiers, especially the NCOs to want to prepare themselves and participate in Soldier career development, namely carrying out educational selection for the formation of Officers by increasing mental and physical readiness for a better career path. Furthermore, to the personnel officers who serve in the unit to record the eligible and capable Non-commissioned Officers to be able to be proposed to take part in officer formation education.

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